

US Army Recruiting Command



Pre-Accession Rigor



Agenda

- ✦ Future Soldier Profile
- ✦ Cost of Attrition
- ✦ Intent of Pre-Accession Rigor
- ✦ Strategy Framework
- ✦ Key Programs
- ✦ Way Ahead



Future Soldier Profile

	<u>FY 2002</u>	<u>FY 2003</u>	<u>FY 2004*</u>
Senior	21%	19%	19%
Grad	62%	66%	66%
Age	21 yrs old	21 yrs old	21 yrs old
Married	16%	15%	13%
W/Dependents	18%	17%	15%
Male	80%	80%	80%
Female	20%	20%	20%
Tier 1	89%	91%	91%
AFQT	60	62	63

Thru Feb 2004



How We Will Train

Term Active Component Attrition--losing what we paid

First-Term COHORT Attrition = 33.5%

(0-36 months projected)

DEP Loss	MEPS Cost	REC BN Loss	OSUT Loss	Goal
\$13,113/Contract	\$150/Contract	\$1,870/Soldier	\$14,560/Soldier	
\$92,537,680	\$0	\$6,520,616	\$23,721,425	
\$92,537,680	\$3,175,624	\$6,520,616	\$23,721,425	<11%

Volunteer

**USAREC
DEP
20.6%**

**MEPS
Variable**

**REC
Bn
1.6%**

BCT Loss
\$6,100/Soldier
\$25,731,327
\$25,731,327

**BCT
7.6%**

**OSUT
7.5%**

AIT Loss
\$10,725/Soldier
\$16,519,335
\$16,519,335

**AIT
3.5%**

**Unit of
Assignment
8.3%****

**Goal
<12%**

**Goal
<1%**

**Goal
<7%**

**Goal
<4%**

**Goal
<5%**

IET

13.9%*

**Goal
<12%**

TOTAL \$ LOST
\$16,445/Soldier lost
\$165,030,383
\$169,546,093

FY04 YTD
Based on
34,257 contracts
As of 27 Feb 04
y figures in green
y figures in purple

★ 1% reduction in Training
Base yields ~ 700
★ 1% reduction in Unit
Attrition yields ~ 1,300

* 12 Month Moving Average as of Nov 03
** 12 Month Moving Average as of Oct 03

US Army Recruiting Command

Intent of Pre-Accession Rigor

★ Essential Elements:

- ➡ Moves attrition to the left
- ▢ Prepares DEPs physically, mentally, and emotionally for BCT
- ▢ Provides foundation of soldierization process by establishing and enhancing required skills
- ▢ Informs influencers and gains their support for reinforcing the DEPs decision to enlist
- ▢ Supports the Future Force, Warrior Ethos and Expeditionary Army through values, history, training
- ▢ Improves accession predictability supporting MOS precision and Force Stabilization



Considerations

- ✦ Minimize recruiter management; requirements are self-paced, DL
- ✦ Execute in the recruiting environment; no special equipment, facilities
- ✦ Progressive with certification
- ✦ Reduce DEP attrition and injuries
- ✦ Synchronized with IET initiatives and requirements
- ✦ Time in DEP



Framework and Program



Framework and Supporting Initiatives



Physical Fitness Assessment

- ★ Program: Implement a physical fitness requirement for accession; same as currently administered at Reception Battalion
- ★ Objectives
 - ➡ PT program that prepares DEPs physically
 - ▢ Standardized PT program, tailored to amount of time in the DEP
 - ▢ Eliminate assessment in Rec Bn and do away with FTU
 - ▢ Nutrition and injury prevention instruction / information
- ★ Status
 - ▢ Phase I - 1 Oct 03 -- all OCS/WOFT applicants administered a physical fitness assessment or the APFT prior to board at the Recruiting Battalion. USAREC November board required the assessment as part of the board packet.
 - ▢ Phase II - 3rd QTR, FY04--Pilot Test. Implement physical fitness program and assessment across the command. Track progress in one battalion of each of the five recruiting brigades.
 - ▢ Phase III - 4th QTR, FY04--1 Jul 04 all DEPs must pass the PFA to ship to IET.



Musculoskeletal Testing at MEPS

- ★ Program: Evaluate the use of upper extremity strength testing, & lower extremity aerobic testing, to identify pre-existent conditions in recruits
- ★ Objectives
 - ➡ Pilot will require push-ups, incremental dynamic lift (military press machine), and a step test under supervision of a trained clinical observer
 - ▢ Establish min induction thresholds for each event for males and females
 - ▢ Institutionalize musculoskeletal test in all MEPS
- ★ Status
 - ▢ Protocol developed by WRAIR and approved by WRAMC Institutional Review Board
 - ▢ Target start date 01 March 200



DEP and USAR DIV(IT) Program

- * Program: Establish a routine procedure for USAR Drill Sergeants to train DEPs; employ where possible (distance dependent).
- * Objectives
 - ▢ Increase DEP retention by reducing BCT/OSUT anxiety through DS training, exposure
 - ▢ Increase DEP basic skills and BCT/OSUT completion, thereby reducing training base attrition
 - ▢ Increase USAR Drill Sergeant retention and maintain skills
- * Status
 - ▢ FY03-OPLAN for pilot test (2nd Recruiting Brigade and 100th DIV(IT)) coordinated, developed, published
 - ▢ 1Qtr 04-Phase I-Coordination between recruiters and drill sergeants
 - ▢ 2Qtr 04-Phase II-2d Recruiting Brigade begins utilizing 100th DIV(IT) Drill Sergeants to conduct DEP functions.
 - ▢ 1 Oct 04-Phase III-Evaluation and Analysis
 - ▢ Command wide implementation 1 OCT 04 using 2d BDE/100th DIV(IT) plan is the template



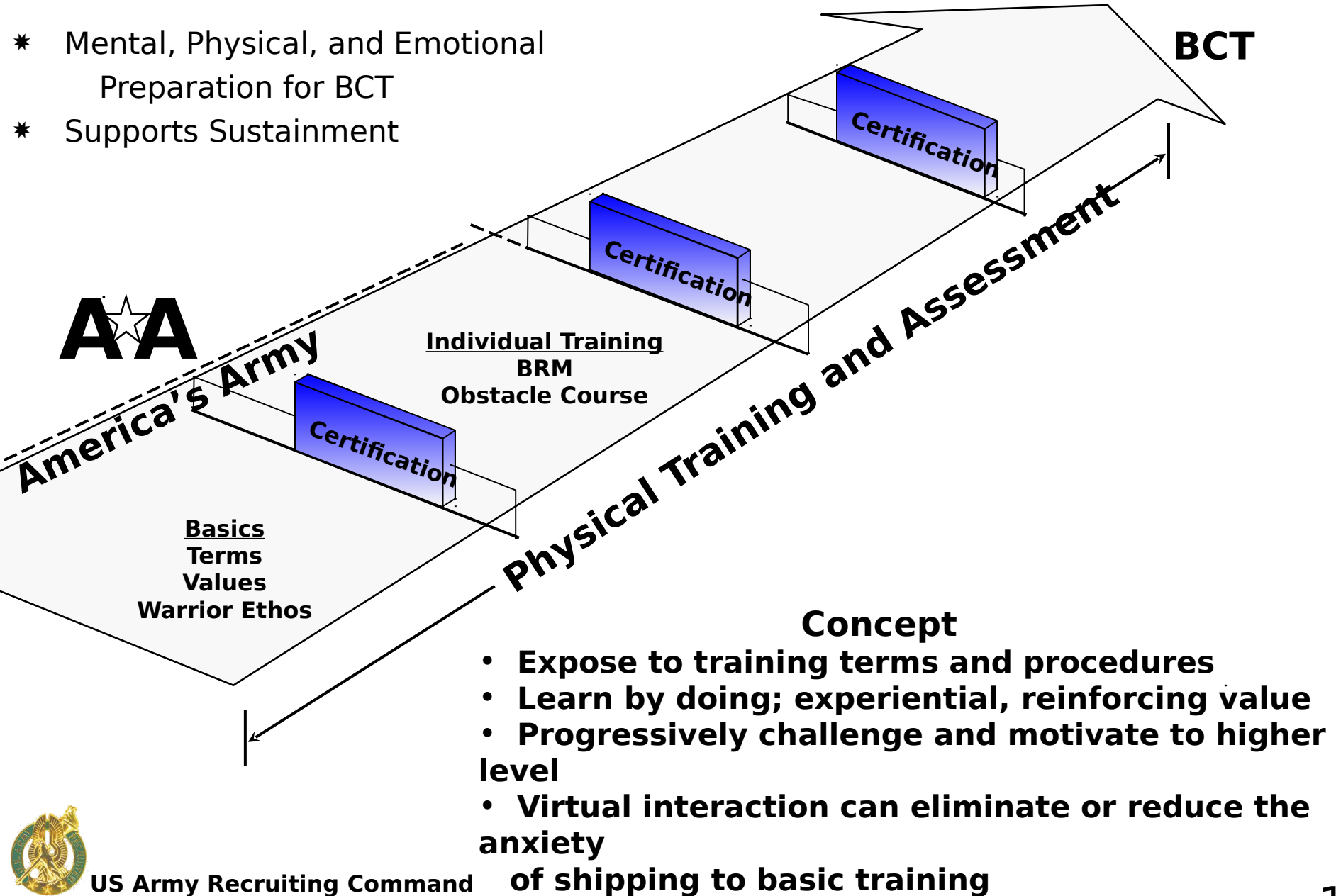
Introduce DEPs to Army Culture

- * Program: Employ the Army Game in pre-BCT preparation
- * Objectives
 - ➡ Soldierization process - prepares DEP for BCT by bridging pre-BCT and IET experience
 - ▢ Provide integrated experience - low risk
 - * expose to training terms and procedures
 - * learn by doing; experiential, reinforcing value
 - ▢ progressively challenge and motivate to higher level
 - ▢ virtual interaction can eliminate or reduce the anxiety of shipping to basic training
- * Status
 - ▢ Determine in America's Army what works, what doesn't and why, what will work (CAR/OEMA/USAREC collaboration)
 - ▢ Develop pre-BCT version of the game (FY04 UTC) - SOW received
 - ▢ Incorporate current BTTL and other tasks into game -- learn it then use it
 - ▢ Drill Sergeant feedback and instruction during game play -- leading, coaching, and mentoring
 - ▢ Reinforce values and Warrior Ethos



Introduce DEPs to Army Culture

- * Mental, Physical, and Emotional Preparation for BCT
- * Supports Sustainment



Tightening Enlistment Standards

- * Feb 03 - Realigned Wavier Waiting Periods, Standards
 - Keyed on Drug and Alcohol Related Offenses
 - Increased Waiting Periods Before Morale Waiver may be Submitted
 - Eliminated Most Civil and all DAT Waivers for Tier II Applicants
- * May 03 - Decreased Time After Enlistment to Schedule, Complete and Pass any Special Tests Associated With any MOS
- * May 03 - Changed Documents Required at Enlistment to Validate High School or College Courses
- * Jun 03 - Increased Waiting Period for Retest from 45 days to 6 months for MEPCOM DAT positive applicants
- * Jun 03 - Implemented new more stringent Drug Testing at RS Level
- * Dec 03 - Requirement for PSSI Personnel to Pre-Screen all Applicants Selecting MOS with Secret Clearance Prior to Enlistment
- * Oct 04 - Implement DOD required drug screen at MEPS NLT 72-hrs before shipping



Way Ahead



Future Initiatives

- ★ DEP Preparation (Moving attrition to the left)
 - ➡ DEP/COI Video (Values, Warrior Ethos)
 - ▢ Shoe Box Assessment
 - ▢ Physical Fitness Uniform - (Moving issue of a PFU from Reception BN to USAREC
 - * Draft proposal to USAAC for evaluation and recommendation
 - ▢ Basic Training Packing List (Ship with essentials)
 - ▢ Under staffing
 - ▢ (T) 1 JUN implementation date
 - ▢ Increase number of funded DEP Training Sessions (2 to 6)
 - ▢ DEP Awards Program
 - ▢ Expand to include achieving preparation gates
 - ▢ Revised Pre-Basic Training Task List
 - ▢ (Revised essential tasks from IET Task Force)



Suggested Time in DEP Goals

* 30-60 Days in DEP/DTP

- ➡ Complete PFA & Basic Task DL
- ▢ Work referrals for promotion
- ▢ Review Pre-BT Task List
- ▢ Army Values Overview

* 60-90 Days in DEP/DTP

- ▢ Complete PFA & Basic Task DL
- ▢ Referral promotion to E-2
- ▢ Complete Pre-BT Task List for promotion to E-3
- ▢ Army Values Training
- ▢ Army Game Phase 1&2

* 90-120 Days in DEP/DTP

- ▢ Complete PFA & Basic Task DL
- ▢ Referral promotion to E-2
- ▢ Complete Pre-BT Task List for promotion to E-3
- ▢ Enroll and complete DEP correspondence course
- ▢ Army Values Training
- ▢ Army Game Phase 1&2

* Over 120 Days in DEP/DTP

- ▢ Complete PFA & Basic Task DL
- ▢ Referral promotion to E-2
- ▢ Complete Pre-BT Task List for promotion to E-3
- ▢ Enroll and complete DEP correspondence course
- ▢ Army Values Training
- ▢ Army Game all three Phases



Summary

**Pre-Accession rigor provides
better prepared and motivated
soldiers more likely to complete
IET and first term**

